

1

November SSKI Board Presentation
2019-2020 SRO Program Review

- Overview of the Report and Presentation
- Discuss any data questions
- Preview Takeaways and Recommendations
- Preview the Presentation/Questions

Safe and Successful Kids Interlocal Board
 Lincoln, Nebraska

SRO Program Annual Review
 ESU 15 - Assessment & Evaluation and Lincoln Police Department

2

Comprehensive Programming

Modeled in the SSK Interlocal Agreement

- Committed funding for Community Learning Centers
- Mental Health Systems
- School Resource Officers and Multi-Tiered System of Supports-Behavior

3

Community Learning Centers

- LPS, the City and ten local non-profits as lead agencies
- More than \$8.5M in funding for after-school and summer programming
- Twenty-nine schools - all Title I eligible
- Academic Support
- Enrichment, Wellness and Recreation Opportunities
- Nutritious snack/dinner
- Support for community engagement
 - School Neighborhood Advisory Committees
 - Four neighborhood community builders

4

Mental Health Services

Trauma Training	Bounce Back/CBITS Training (Cognitive Behavioral Intervention for Trauma in Schools)	Second Step Implementation	Suicide Awareness Training
<ul style="list-style-type: none"> • All Schools over a 3-year period • Trauma-it's impact on children, staff strategies, poverty • Cheryl Turner-UNL Center for Family and Children 	<ul style="list-style-type: none"> • Tier 2 Intervention to help students cope with PTSD, depression, behavioral issues • CBITS at secondary and Bounce Back at elementary 	<ul style="list-style-type: none"> • Social Emotional Learning Curriculum • Skills for Learning Curriculum • Empathy • Emotion Management • Problem Solving • Pre-K through 8th Grade 	<ul style="list-style-type: none"> • Required suicide training for all public schools in Nebraska (staff) • SOS-signs of suicide (students grades 6-8, 10)

5

SSKI Community Agency Partners

	Total Students Served Through SSKI				
	Blue Valley (YAP)	Blue Valley (Threat Assessment) Student Support	Family Service LINCOLN	HopeSpoke	Students Served
19-20	143	28	95	30	296
18-19	165	17	45	27	237

6

Threat Assessment Team

Blue Valley Behavioral Health

Overview:

- Primary function: assess and manage targeted violence risk.
- Help students and families to maintain community safety
- Support students, families, and school staff:
 - Creating safety plans
 - Engaging families in services
 - Aligning school supports
 - Continuity of care
- Partnership with Lincoln Police Department
- Aligned with national standards on targeted violence management
- Value professional networking and professional development

Outcomes:

- Trained over 550 LPS Staff and all Administrators
- Produced educational video
- Team referrals increased 40% (1st-3rd Quarter)
- Behavioral Health Supports by contract therapist increased 65%
- Remained operational during COVID-19 building closure
- Proposal accepted for presentation at ATAP National Conference

Safe and Successful Kids
Interlocal Board

7

7

School Resource Officer Program Framework*

Description

- LPS and City have a successful partnership spanning decades of enhancing the safety of LPS students with the School Resource Officer (SRO) program wherein LPD officers are assigned to LPS schools, and agree to continue and enhance the operation of an SRO program;

*From LPS/LPS SRO MOU

Safe and Successful Kids
Interlocal Board

8

8

School Resource Officer Program Framework*

Goals/Outcomes

- LPS and City agree it is important to create a school environment in which conflicts are de-escalated and students are provided developmentally appropriate and fair consequences for misbehavior that address the root causes of their misbehavior, while minimizing the loss of instruction time;
- LPS and City share the goal of promoting school safety and a positive school climate; and
- LPS and City recognize that student contact with LPD's SROs and LPS staff builds positive relationships leading to better student outcomes;

*From LPS/LPS SRO MOU

Safe and Successful Kids
Interlocal Board

9

9

School Resource Officer Program Framework*

Responsibilities

- LPS staff should generally not involve LPD's School Resource Officer(s) (SRO) in enforcement of LPS discipline policies;
- LPS and City agree that student discipline practices and referrals to the juvenile justice system need to be closely monitored to ensure fair and equitable treatment for all LPS students; and
- All parties acknowledge that crime prevention is most effective when LPS, LPD, parents, behavioral health professionals, and the community are working in a positive and collaborative manner;

*From LPS/LPS SRO MOU

Safe and Successful Kids
Interlocal Board

10

10

Safe and Successful Kids Interlocal MOU Goals

Six-goals for SRO program

- To create a common understanding that:
 - school administrators and teachers are ultimately responsible for school discipline and culture;
 - SROs should not be involved in the enforcement of school rules; and
 - a clear delineation of the roles and responsibilities of SROs as to student discipline, with regular review by all stakeholders, is essential.
- To minimize student discipline issues so they do not become school-based referrals to the juvenile justice system;
- To promote effectiveness and accountability;

Safe and Successful Kids
Interlocal Board

11

11

Safe and Successful Kids Interlocal MOU Goals

Six-goals for SRO program

- To provide training as available to SROs and appropriate LPS staff on effective strategies to work with students that align with program goals;
- To employ best practices so that all students are treated impartially and without bias by SROs and LPS staff in alignment with applicable City and LPS equity policies; and
- To utilize best practices for training and oversight with the goal of reducing disproportionality.

Safe and Successful Kids
Interlocal Board

12

12

New SRO MOU (LB390) I

- Require 20 hours of training for all SROs
- Require 20 hours of training for at least one staff in every building with an SRO
- Ensure data is collected and allow for analysis of the data
- Identify school or police policies regarding notification of intent to interrogate students (Policy 5502, City policies)
- Identify school or police policies regarding the process for notifying students of their rights prior to interrogation (City policy)
- Identify policies that address what behaviors are referred to police (Reg. 5420.8)
- Identify a student/parent complaint process (City process, Let's Talk, Important Information Booklet pages 29, 32, 38, 39, 61).

Safe and Successful Kids
Interlocal Board

13

13

New SRO MOU (LB390) II

Required to be adopted by December 31, 2020

- From the data - average, training is already at nearly 40 hours for SROs
- Training for ALL LPS administrators embedded in on-going training, not just one per building.
- The NDE state version of the MOU was modeled after the City/LPS MOU
- All of the required notifications have already been shared with families through the Important Information Handbook and posted on our website.

Safe and Successful Kids
Interlocal Board

14

14

Safe and Successful Kids Interlocal Program Review

LPS, in collaboration with LPD, shall

1. Conduct an annual review of the SRO program and shall:
 - a. (a) make modifications as necessary to accomplish stated SRO program goals; and
 - b. (b) create a report of the review to be provided to both parties and, to the extent permitted by law, made available online.
2. The interlocal board will establish an evaluation process,
 - a. to include community stakeholders (November, 2018)
 - b. as part of the regular review of program goals and relevant data,
 - c. Including
 - i. specific measures, ii. data points, and iii. metrics included in the report.
3. The first of the annual report will be for the 2019-2020 school year.

Safe and Successful Kids
Interlocal Board

15

15

SRO Program Review Evaluation Process

Community Process for Identifying the Scope of the Evaluation Process and Data Points (Open to the Community – November 9, 2018)

- Introduction by Bennie Shobe (City) and Lanny Boswell (LBOE)
- Facilitated by Leadership Lincoln
- Collaborative Conversation Based on the Six Goals
- Wide Ranging Feedback
- Identified 2019-2020 as first full year of data collection
- Scheduled Fall, 2020 as the first report to the public
- SRO FAQ Published and available online

Safe and Successful Kids
Interlocal Board

16

16

SRO Program Review Points of Emphasis

- Program review includes more than 175 charts/graphs supporting important understandings regarding LPD and LPS Data.
- Key Takeaways ✓
- Recommendations ✓

Safe and Successful Kids
Interlocal Board

17

17

Overall Takeaways for LPD Data

- CFS (projected) slightly increased at middle schools and decreased in high schools. (pg. 7)
- SROs issued fewer citations/referrals (and at a lower rate per CFS). (pg. 8)
- Administrators and students initiated the vast majority of CFS that resulted in a citation; SROs initiated about 1%. (pg. 12)
- Five (5) serious types of incidents make up the majority of CFS (including those resulting in a citation). (pg. 19)
- The disparity index closely approximates the four-year average (for both victims and suspects/parties responsible). (pg. 26)
- SROs received 19 commendations and only 4 complaints. (pg. 30)
- SROs conducted 128 educational presentations for 3,600 students. (pg. 32)
- SROs received nearly 40 hours of training on a wide variety of SRO-related topics. (pg. 33)

Safe and Successful Kids
Interlocal Board

18

18

Overall Takeaways for LPS Data

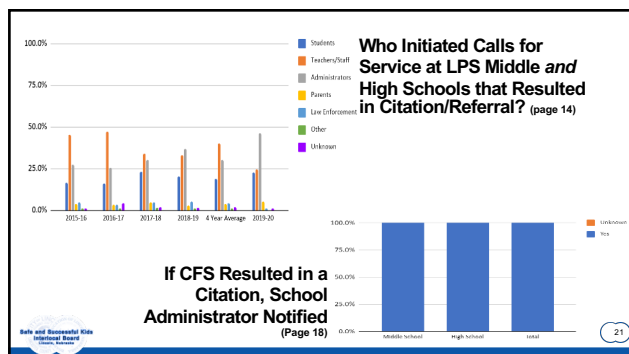
- **Student perception on SRO Items** - There was evidence that students found the presentations by SROs to be useful. While all ethnic/racial groups perceived interactions with SROs as generally positive, American Indian/Alaskan Native, Black/African American, and Native Hawaiian or Pacific Islander students perceived interactions with SROs less positively than the white students. (pg. 58)
- **Student perception** - generally positive, biggest issues are fairness of rules, consistency across teachers and adult responses to bullying. White students tended to respond more positively than students of color. (pg. 67)
- **Parent/Guardian perception on SRO Items*** - generally positive. (pg. 82)
- **Parent/Guardian perception*** - generally positive, biggest issues is consistency in behavioral expectations across teachers. (pg. 89)
- **Certified Staff perception on SRO Items*** - generally positive. (pg. 119)
- **Certified Staff perception*** - generally positive, biggest issues are around fairness and consistency across teachers. (pg. 126)
- **Student Discipline data** - While there continues to be disproportionality by race/ethnicity, participation in special programs and gender there have seen no major changes over five years (2014/15 to 2018/19). (pg. 149)

19

Six-goals for SRO program [Reinforce]

1. To create a common understanding that:
 - a. school administrators and teachers are ultimately responsible for school discipline and culture;
 - b. SROs should not be involved in the enforcement of school rules; and
 - c. a clear delineation of the roles and responsibilities of SROs as to student discipline, with regular review by all stakeholders, is essential.
2. To minimize student discipline issues so they do not become school-based referrals to the juvenile justice system;
3. To promote effectiveness and accountability.
4. To provide training as available to SROs and appropriate LPS staff on effective strategies to work with students that align with program goals

20



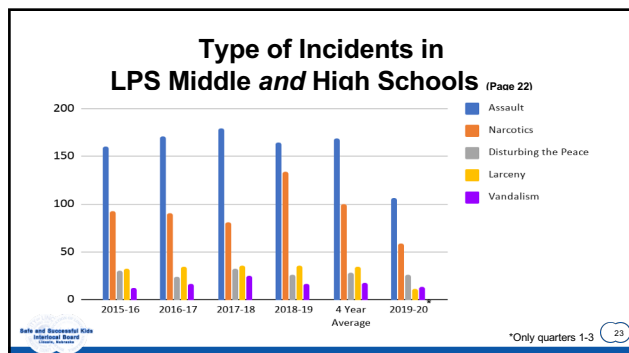
21

School Discipline and Law Enforcement are Separate

Conduct to be reported to law enforcement# includes:

- Conduct that may constitute a criminal act,
 - Conduct which may constitute a threat to the safety or well-being of students or others in school programs and activities, and
 - Conduct that the legal system is better equipped to address than school officials.
- #This standard is reviewed annually with the Lancaster County Attorney each year.

22



23

Recommended Future Adjustments to Data

- In the "Narcotics" category, separate *use* and *distribution*.
- In the "Assault" category, separate issues involving events that may be considered *mutual* compared to those with a specific *suspect* and *victim*.

24

Depth of SRO Training (Page 33)

SRO	Total Training Hours	SRO-Related Training	Types of SRO Training
1	81.25	52.75	Basic SRO training, Policing the Teen Brain, Active Shooter and Critical Incidents, Behavioral Health and Threat Assessment, Mental Health Disorders, Cultural Awareness, Legal Topics, Use of Control and De-escalation
2	60	29.5	
3	42.5	28	
4*	32	7.25	
5	94.25	72.25	
6	193.5	67.25	
7	142	21.25	
8	91	58.75	
9	50.25	25.25	
10	96.5	54.25	
11	52.25	26.25	
12	50.5	28.25	
Total	986	462	

*Military Leave

Safe and Successful Kids
Interlocal Board
Hillsborough County

25

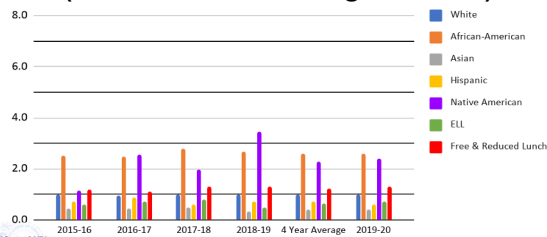
Six-goals for SRO program [Focus]

- To employ best practices so that all students are treated impartially and without bias by SROs and LPS staff in alignment with applicable City and LPS equity policies; and
- To utilize best practices for training and oversight with the goal of reducing disproportionality

Safe and Successful Kids
Interlocal Board
Hillsborough County

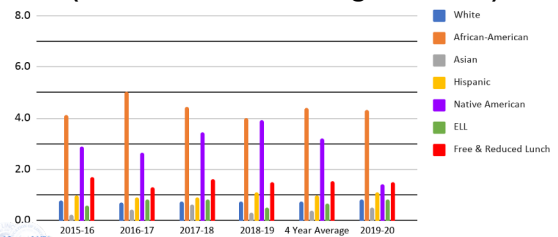
26

Victim Disparity Index (Total of Middle and High Schools) (Page 28)

Safe and Successful Kids
Interlocal Board
Hillsborough County

27

Suspect/Person Responsible Disparity Index (Total of Middle and High Schools) (Page 29)

Safe and Successful Kids
Interlocal Board
Hillsborough County

28

Safe and Successful Kids Interlocal MOU

"LPS, in collaboration with LPD, shall

- Conduct an annual review of the SRO program and shall:
 - (a) make modifications as necessary to accomplish stated SRO program goals;"

Safe and Successful Kids
Interlocal Board
Hillsborough County

29

On-going Preventive Work

- MTSS-B
 - Tier I
 - Tier II
- School Culture
 - Equity
 - Student Voice

Safe and Successful Kids
Interlocal Board
Hillsborough County

30

DMC to RED 2005-Present

- Disproportionate Minority Contact Committee
 - Lancaster County Human Services
 - Membership includes LPS and LPD
- Reducing Racial and Ethnic Disparities Committee

Safe and Successful Kids
Interim Report
October 2016

31

31

GAINS Training 2012 and 2016

- Gains Center for Behavioral Health and Justice Transformation (SAMHSA)
- Gather, Assess, Integrate, Network and Stimulate
- Focus on statistically significant data points in the local justice system

Safe and Successful Kids
Interim Report
October 2016

32

32

Capstone Project

- SUCCESS to RESTORE (Restorative Justice)
- Center for Juvenile Justice Reform at Georgetown University, McCourt School of Public Policy 2014, 2015
- Implementation: October 2015
- Interim Data Report: June 2016
- Expanded age range
- Added SAMI (School based Alcohol and Marijuana Intervention)

Safe and Successful Kids
Interim Report
October 2016

33

33

National DMC Conference 2016

In the Plenary Session, *Equity Across Systems: The Shared Challenges of Behavioral Health, Education, Child Welfare, Law Enforcement, and Juvenile Justice*, Lincoln Police Department Chief of Police Jeff Bliemeister presented the Capstone Project developed by the Lancaster County, Nebraska team that attended CJJR's 2014 Reducing Racial and Ethnic Disparities (RED) Certificate Program. In order to reduce the overrepresentation of youth of color at arrest, the team created a school-based diversion program called Project RESTORE. Key stakeholders, including the police department, public schools, county attorney's office, human services department, and the court, collaborated on this project to provide comprehensive services for youth coming into contact with juvenile justice system. As a result of ongoing implementation of their Capstone Project, Lancaster County has been able to continuously refine its diversion policies and practices to better address racial and ethnic disparities.

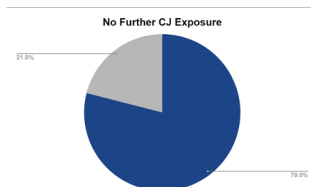
Safe and Successful Kids
Interim Report
October 2016

34

34

RESTORE

Data from the interim report indicates seventy nine percent (78.9%) of youth eligible for Project SUCCESS, now RESTORE, avoided further juvenile justice system exposure.



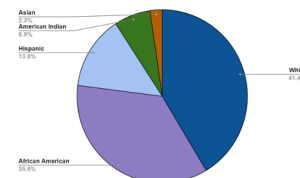
Safe and Successful Kids
Interim Report
October 2016

35

35

RESTORE - Accepted Youth

Between July 1 and March 30, 2019, youth accepted into the program aligned with the population identified as being disparately represented at the time RESTORE was created.



Safe and Successful Kids
Interim Report
October 2016

36

36

BETA Training

- Behavioral Threat Assessment Training
- Flexible training for law enforcement to address system issues
- BETA for School Resource Officers
- Differentiate between behavioral issues and criminal offences
- Strategies for Youth/Policing the Teen Brain (separate training)



37

37

What are the next steps?

- Robust/Collaborative training with SROs and administrators
- Determine next "RESTORE"
 - Including analysis of disparity data and sequential intercept mapping
- Establish more discrete data collection in targeted areas.



38

38

Questions



39

39